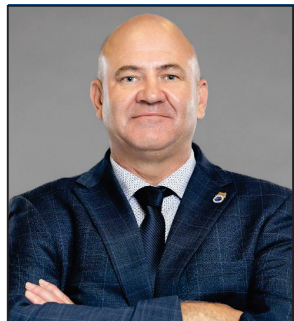




ROCKY MOUNTAIN TEAMSTER

OFFICIAL JOURNAL OF JOINT COUNCIL OF TEAMSTERS #3
Covering Arizona, Colorado, Idaho, Montana, New Mexico, Utah and Wyoming

MAY-JUNE 2024
VOLUME 68 NO. 3



Spencer Hogue's Column

Sound politics doesn't require polarization

Politics is a polarizing issue in our country. Many friends have been lost, family members alienated, and neighbors angered because of our differing opinions on the politics of our great country.

Lost in those unfruitful debates is that, as a populous, we generally agree on most things that affect us daily. As a society, we must find ways to bridge those divides and come together on the issues we can all agree on.

There will always be disagreements, but civil debate and all parties' willingness to bend to find solutions are vitally important. Unfortunately, we live in a society where two parties control the dialogue, and they actively encourage us to demonize each other over our political beliefs.

While we argue amongst each other over our disagreements, those in power take advantage of the noise to drive their political agendas. The political nastiness amongst our population has also worked to disenfranchise the American voter.

When fewer people vote, we all lose.

Our democracy hangs in the balance because we, as citizens, choose to sit on the sidelines and let those in power abuse that power. Politicians working for their interests don't care if you vote as long as they can retain their power.

So, how do we reclaim our power from those who fail to represent us? The answer is simply to vote! But it's not just about casting a ballot. It's about actively participating in the democratic processes, attending meetings, and demanding that our lawmakers and representatives listen and react. And if they don't, we can remove them on election day.

At the heart of our democracy is voting. It's our way of expressing approval or disapproval to those in power. Choosing not to vote, whether out of protest or apathy, is a disservice to ourselves and weakens our collective voice.

So, educate yourself on the candidates and the issues on the ballot in your state. And remember, voting for candidates who support the working class is a vote for a stronger, more prosperous America.

Polis sells out workers: "We'll be back," unions promise

BY TAMMY MUNOZ
Political Director

DENVER—Governor Jared Polis has vetoed three bills that would have protected Colorado workers:

- HB 1008: prevented wage theft.
- HB 1260: prevented employers from retaliating against workers for not listening to political or religious speech.
- HB 1307: ensured that high-road contractors complete HVAC improvement projects in Colorado and those schools get the necessary grants.

In a single stroke of the pen, the protections that workers would have gained through the passage of the Worker Freedom Act were abruptly snatched away. Governor Polis's decision to disregard the overwhelming support of the Colorado House and Senate and the precedent set by several governors across the country who have signed similar bills is deeply troubling. This veto has undermined our legislators' efforts and the rights and welfare of Colorado workers, leaving them vulnerable to potential wage theft, em-

ployer retaliation, and coercion.

"Governor Polis' decision to veto the Worker Freedom Act sends a deeply disappointing message to workers who have supported him and his agenda, including Teamsters Local 455 members, that their priorities are not important in the state capitol," said Dean Modecker, Local 455 secretary-treasurer

"In vetoing this legislation passed by the Colorado House and Senate, the governor is ignoring the will of the people and the state legislature. The fight does not end here, and the Teamsters will hold Governor Polis accountable for this decision."

The Worker Freedom Act, a crucial piece of legislation, would prevent Colorado employers from requiring employees to attend meetings where they are forced to listen to the employer's political or religious beliefs. By allowing workers to opt out of such captive audience meetings, the Act would protect workers from being intimidated or coerced to attend with threats of retali-

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TEAMSTERS JOINT COUNCIL NO. 3
10 Lakeside Lane — Suite 2B • Denver, Colorado 80212

ELECTION
NOTICE

LOCAL 17

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UTAH

LOCAL UNION REPORTS

Local 222

Important negotiations set for fall months

BY ALEX ROJAS
Business Agent

American Red Cross—Contract negotiations will begin in the first week of June for the five new classifications that voted recently to be represented by the Teamsters.

Hertz—We are preparing for contract negotiations in early fall. It is always a fight with this company. I suggest you put away at least two months of living expenses in case we must take them out.

Bimbo—The union will take the “et al.” grievance to arbitration. We have a date scheduled for the fall.

Meadow Gold—We are having many issues with employees and their attendance. It is important to stay on

top of your points. If you have any disputes, reach out to me.

Ryder—We have had two very productive days in negotiations and are scheduled for another round in June. We are getting into the heavy items (\$\$\$\$). I suggest you put away at least a month of living expenses just in case it gets ugly.

MX Tech—We have had four very hard days of negotiations with this new group.

MX has hired a law firm with a reputation for “union-busting.” We have submitted multiple charges against MX to the NLRB.

Once again, I would like to thank all the stewards for everything you do!

Tee off in June for scholarship winners

Teamsters Local 222 is proud to announce this year’s Ralph J. Taurone scholarship winners—an exceptional group of students. As always, it is an honor to work with these young people, and we are grateful to everyone who has donated or participated in our fundraising events to make this possible.

Our golf tournament this year will be held on Saturday, June 8. We are looking forward to a great event. Our goal was to match last year’s fundraising efforts. This would make it possible

to continue awarding up to \$30,000 or more per year to aid in the continuing education of our membership’s youth. We have already surpassed that goal due to our very generous sponsors.

This year’s winners are: *Natalynn Davies, Jayde Ostler, Jaycee Ostler, Daxton Warren, Murron McDonald, Kassidi Taylor, Naia Makakona, Colton Bryant, Karson Drake, Nash Tyler, Jordan Taula, and Livy Wybrow.*

Congratulations, students, and best of luck in your continuing education.

Warm weather welcomes retirees

As I write this, it is snowing. Hopefully, by June it will be summer.

We welcome all new retirees to our club. This is your opportunity to enjoy your first year free for you and one extra person.

The club includes a luncheon once a month, prizes, and socialization. It is a great place to reminisce with new and old friends. Dues are paid the first year of your retirement and only \$25 a year afterward.

We had a potluck club birthday party in May and honored our mothers with a rose. Our June menu includes sandwiches

with hot dogs in July and pizza in August.

Here’s a big thank you to our Teamster Local 222 for all their help in setting up, printing cards, paying first-year dues, and sending this letter to the *Rocky Mountain Teamster* news.

Our meetings are always on the second Wednesday of the month at 1 p.m. at the Teamster Union Hall, 2641 So. 3200 W. Salt Lake City. If you have any questions, call Jim Chandler at 801-513-5402. If we don’t answer, please leave a message, and we will call you back or text you at 385-319-9473.

IDAHO

LOCAL UNION REPORTS

Local 983



Jessica Prather
Secretary-Treasurer

Let’s make steward training an annual event



POCATELLO—Hello, brothers and sisters! Welcome summer and, hopefully, adventures with your family. Thanks to the stewards who attended the steward training. We hope to make it an annual event!

Our local union app and website (www.teamsterslocal983.com) are now live! Scan the QR code to download and register! We are still working on adding more information, but hopefully, this will be a helpful tool. You can view your contract and essential contact information, file a grievance, and even sign-up new members.

Please continue communicating the importance of being a union member, especially in a right-to-work state. The union isn’t the business agent; it is the workers standing strong and as one! We are in this together, and it should never be about one person for themselves. We encourage you to look around and remember that there is power in numbers; working together is where our strength lies.

We continue to organize all of our shops and centers internally. The more members are informed of contract language, the more grievances we file, making the company abide by the agreement. Non-members do not have a say when making proposals and voting on contracts. Please communicate openly with your co-workers about the importance of union membership.

If every current member signed up at least one new member each month, we would have more power at the bargaining table to get what you all deserve. Thank you for your membership

and solidarity. As always, if you have an issue or question, please don’t hesitate to contact us.

For our recent retirees, we extend our warmest congratulations and best wishes for your retirement! If you’re considering retirement, our WCOT Pension representative is here to guide you. In-person interviews are now available every other month, but you can also schedule a phone call. The application process can be lengthy, so we recommend planning ahead if possible. We’re more than happy to assist you with your application. For direct contact with the Pension office, call 1-800-531-1489 or create an account at www.wctpension.org.

Please get in touch with us if you need to change any address or phone number. Also, if you will be off work for a month or more due to illness, leave of absence, layoff, etc., please contact us regarding being placed on withdrawal until you return to work. As a dues-paying member, the local union provides you with a \$4,000 life benefit. Please contact us to make sure your beneficiary information is up to date.

The upcoming general membership meeting is June 6, 7 p.m. There is no July meeting.

Enjoy the summer holiday. You can also find us on Facebook to stay current!



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Teamsters Local Union



COLORADO

LOCAL UNION REPORTS

Local 455

Dean Modecker
Secretary-Treasurer



Polis

FROM PAGE 1

audience meetings, the Act would protect workers from being intimidated or coerced to attend with threats of retaliation, discipline, or other consequences and uphold their fundamental rights and freedoms.

The governor's decision to oppose the Colorado House and Senate, which overwhelmingly voted in favor of the legislation, and several other governors across the country who signed similar bills is unconscionable. Our union actively participated in the legislative

process. We attended rallies, testified in committee, and volunteered to lobby. We engaged in countless conversations with legislators, educating them on Teamster priorities and highlighting that our members live and work in their communities.

Chances are they encounter a Teamster daily, whether making the delivery, baking the bread, or checking their bag at the airport.

So, it was no surprise to us when Teamsters came out in force to support HB24-1260, AKA the Worker Freedom Act, upon its introduction. We were there at its inception, introduction, and overwhelming passage through the House and Senate.

In Teamster style, Southern Glaciers Wine and Spirits members also testified against HB 24-1373. As originally drafted, HB 24-1373 would have affected 500 members at Breakthru Beverage, Eagle Rock Distributors, and Southern Glacier's Wine and Spirits.

While Teamsters Local 455 was left out of the initial stakeholder meetings, we were able to work with sponsors on amendments that eliminated job losses and reduced pay for Teamsters members. The bill ultimately died in the Senate committee, but we expect it back in some form next session. We will be ready.

Like it or not, engaging in politics is essential in the fight against corporate greed and bad legislation. I am proud to be a part of Teamsters Local 455 Political Field Committee. Comprised mostly of rank-and-file members, they are our first line of defense in this fight. They are having conversations with other members at the job site about why we decided to endorse or

not endorse a particular candidate for no reason other than what they know firsthand.

They are the ones reading the candidate questionnaires and conducting the interviews. They attend rallies and events and witness who shows up to what and when. They know who is showing up and who is not afraid to say "union."

As we conclude the candidate interviews and move on to the DRIVE campaigns, I want to express my heartfelt gratitude to the Teamsters Local 455 Political Field Committee. The members' commitment and the tough questions you asked during the interviews are the backbone of our program. Our success is a testament to the energy and effort you put into it. Thank you again.

And remember, as Secretary-Treasurer Dean Modecker has often said, "We are not telling you who to vote for, we are telling you who is voting for you."

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Covering Arizona, Colorado, Idaho, Montana, New Mexico, Utah, and Wyoming

ROCKY MOUNTAIN
TEAMSTER



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Published bi-monthly as the editorial journal of Joint Council of Teamsters No. 3, 10 Lakeside Lane, Suite 2B, Denver, CO 80212. Subscriptions paid by membership dues. Rate \$4 per year. All address changes should be mailed or telephoned to local union office (the address and phone numbers appear in the local union columns). We must have the member's Social Security number in order to make an address change.

POSTMASTER: Send address change to Rocky Mountain Teamster, 10 Lakeside Lane, Suite 2E, Denver, CO 80212. We must have the complete reader identification number (top line of mailing label) in order to make an address change.

The opinions which appear in bylined articles in the newspaper are not necessarily the opinions of Teamster Joint Council 3 or the editorial staff. Letters, articles and photographs are welcomed, but they may be abridged to meet space requirements.

Address newspaper correspondence to Editor, Rocky Mountain Teamster, 10 Lakeside Lane, Suite 2E, Denver, CO 80212. Address all other union correspondence to the appropriate local union.

Periodicals postage paid at Denver, CO and at additional mailing offices. Printed in the U.S.A.

USPS 469-420 — ISSN 0888-9082



LOCAL 455 continued on PAGE 4

Cinco de Mayo fundraiser draws a crowd



Nicki Montgomery and Chris Jenkis, Working Families' Friend, pose with Local 455 President Alan Frisbee.

DENVER—Teamsters turned out in force recently for the annual Cinco de Mayo fundraiser for Working Families' Friend, complete with maracas, sombreros, tacos, and fun. The event raised more than \$41,000 for the charity, which provides emergency support to working families in crisis.

Alan Frisbee, a driving force behind Working Families' Friend's success, shared his experience of the charity's impact. As the president of Teamsters Local 455 and recording secretary of Working Families' Friend, Frisbee has been instrumental in building the charity's profile in Denver and rallying area Teamster employers and businesses to contribute.

The May 4 event at the Waterfront Event Center was a thrilling affair, with lucky winners taking home various prizes. These included a grand cash prize of \$2,000, a bike, an Adirondack chair, and numerous others, all generously donated by Teamster employers such as Elich Gardens, Breakthru Beverage, Ryder Logistics, Penske, Urban Sombrero, Black Sky Brewery, and more.

"I've seen the impact Working Families' Friend has on someone who needs the help," said Alan Frisbee.

Teamsters Local 455 members of-

ten do not qualify for other forms of social assistance because of their strong contracts and excellent benefits. That's why he's helped build the charity's profile in Denver and engaged area Teamster employers and local businesses to contribute.

"Since 2017, our local union has wholeheartedly supported Working Families' Friend's mission to provide vital stopgap financial aid to workers experiencing life-altering emergencies," said Frisbee.

"This aid is crucial for workers who earn more than the threshold for other assistance but face urgent challenges, like house fires, untimely deaths, flooded homes, and serious long-term injuries."

Teamsters Local 455 Secretary-Treasurer Dean Modecker thanked those who contributed to the May 4 event, including officers and agents who helped make this one of the largest events.

Said Modecker: "On behalf of hundreds of Colorado working families who have already benefited from this help and those who will someday urgently need these funds, we express our deepest appreciation for your generous donations."

LOCAL 455 continued on PAGE 7



Political Field Coordinator Jill Parmelee (Hertz) discussing the impacts HB 24-1260 and HB 1373 would have on Teamster jobs with Representative Shannon Bird.



Young Regulator Shawn Payan, standing at the gavel in the Colorado House Chamber while shadowing Representative Sheila Lieder.



Senator Jesse Danielson, Senate Sponsor, addresses the crowd on the importance of HB24-1260 at a rally in the Colorado State Capitol. She is accompanied by House sponsors, Majority Leader Monica Duran and Representative Tim Hernandez. Also shown are Representative Sheila Lieder, members of Teamsters Local 455, CO AFL-CIO, SEIU, CWA and other Labor Champions.



Support for the Longhorns

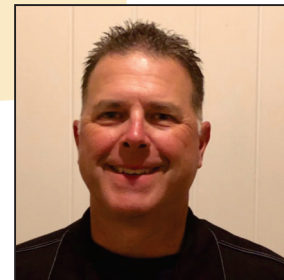


Denver area Teamsters picketed recently at the Molson Coors Brewery in Golden supporting striking Local 997 Teamsters in Fort Worth, Texas

COLORADO LOCAL UNION REPORTS

Local 267

Mike Cova
Secretary-Treasurer



Brewery preparing for summer uptick

FORT COLLINS—As we transition from spring to summer, the brewery has seen an uptick in volume. While we are grateful for the work, we remind people that these are the months we could begin to see forced overtime.

The bottom line is that no matter how much production we have, there will always be a few of us who are working too little or too often.

Please remember to fill out the training request forms if you are looking for additional weekend work. This seems to be the best way to hold the company accountable for overtime bypassing.

In April, Local 267 hosted representatives Ben Padellaro and Danny O'Shaughnessy from Allegiant Care for an informational meeting on post-2019 hires and retiree insurance. The meeting was well attended by retirees and our younger members. Local 267 sends a big thank you to these gentlemen for coming out and explaining all the insurance changes to our members.

In May, shop stewards, members of the E-board, and I attended a rally at the Coors brewery in Golden to support Teamsters Local 997 members in Fort Worth who have been forced to walk the picket line by Molson Coors since February 17.

The rally was a show of support to show that nationwide, Teamsters remain united and are holding the line against the company's corporate greed.

Sierra's Race Against Meningitis, a 5K walk/run, will be held live this year on June 15 at 8 a.m. at Foundations Church, 1380 Denver Ave. in Loveland. This race helps raise meningitis awareness and saves lives.

Executive board officer Kenny Rodriguez is the contact for the local this year.

If you would like to volunteer, please contact the local at 970-482-2749, and we will connect you with Kenny. As in years past, Joint Council-3 and Local 267 continue to support SRAM by contributing \$1,500 to the program and lending the JC3 parade truck "BIG," which will proudly serve as the starting line stage for the 5K walk/run.

We encourage all members and their families to come out and support SRAM on race day and visit sierras-raceagainstmeningitis.com to contribute as SRAM continues the work of saving lives and needs our support.

Sierra's Race attracts thousands of participants every year and raises hundreds of thousands of dollars to raise awareness of bacterial meningitis and provide thousands of free vaccinations to protect families from the heartbreaking loss of a loved one.

Congratulations to Local 267 scholarship winner Kennedy Layne, daughter of long-time member Will Layne. Kennedy will attend Creighton University in the fall. Best of luck, Kennedy!

In May, a motion was passed to suspend the general membership meetings for June, July, and August. They will resume in September. For the remaining 2024 meetings, times and dates will be posted on the union boards around the brewery and on the app.

The Local 267 app and website, hosted by Linked Union, are a one-stop shop for local members to find schedules, benefits information, and the local union's contract. Members can also sign up for push notifications that inform them of breaking news and events happening locally or in the brewery.

I wish you all a great summer!
In solidarity, Michael Cova

NEW MEXICO

LOCAL UNION REPORTS

Local 492

Andrew Palmer
Secretary-Treasurer



Big victory for Sysco Teamsters

With immense satisfaction, I share the news of a significant victory for our Sysco brothers and sisters. On April 03, 2020, a grievance was filed to enforce the 40-hour language in our contract, a crucial issue raised during the Walter Maestas administration in the early stages of COVID-19. This victory underscores our unwavering commitment to upholding our members' rights.

Despite the hurdles we faced, an arbitration award was issued in August 2021, indicating a potential resolution. However, the company's noncompliance forced us to take the case to federal court in February 2022. This was a clear demonstration of our unwavering commitment to our members' rights, even in the face of adversity.

After prevailing each time, a third party was brought in to help settle this case, Sysco was either unwilling or unable to settle with terms we believed would be satisfactory to our members' claim.

In 2024, as Local 492 was preparing to take the claim back to arbitration, Sysco returned to the table with an offer of over \$180,000. We believe this offer was fair and compensated for the members' issues addressed in the original guidance.

First and foremost, I want to express my gratitude to all our Sysco

members who patiently awaited this resolution. Your trust in us is what fuels our fight. Although the settlement took longer than expected, please rest assured that Local 492 never wavered in our commitment to securing what you all rightfully deserved. Moving forward, I want to reiterate our stance to all companies: If you enter into a contract with Teamsters Local 492, we will fight until our members receive what they deserve.

On Friday, May 17, Business Agent Ernest Ortega retired. Ernie worked as a package driver for 31 years out of the Aspen Center, serving much of this time as a union steward.

When I assumed the role of secretary-treasurer of the local, Ernie graciously joined my staff as an agent representing UPS. Ernie, your contributions to Local 492 have been invaluable, and you will be greatly missed. I am excited to see you embark on the next stages of your life. Best of luck, my brother!

Local 492 also welcomes Robert Fernandez, who will assume Ernie's duties. Robert comes from UPS, where he spent the last six years as a tractor mechanic in the automotive industry. He has 19.5 years as a Teamster, including working at Dean Foods out of Local 14. Welcome, Brother Fernandez, and thank you for taking on this challenge.

LOCAL 492 continued on PAGE 7

BY TRACY MCCARTY
Freight Agent

ABF has been disinclined, with five line drivers on layoff, but continues to work a few casuals. They can do this under the contract if they have exhausted the extra board. With a new supervisor in the 960, ensure that any changes in the operation do not violate your contract. So far, it has been a smooth transition. The shop and dock have been reticent, which is normal when slow.

T-Force remains reluctant, but hopefully, things will pick up soon. I have been informed that UPS has received their contract books from the printer, with T-Force next in line. As I've previously mentioned, as soon as the contract books are received, we will make them available to the members.

BY DAVID TRUJILLO
UPS

Hello, Brothers and Sisters:

We were just talking about cold weather, and now summer is fast approaching. With that comes heat, stress, and illness. We have new language under Article 18 Section 27, "Heat-Related Injury and Illness Prevention," that is in place to help our members avoid what could be a potentially life-threatening problem. Please familiarize yourself with this section to know your rights and enforce this language. I will meet with all managers and review their heat illness prevention plan to ensure you will be trained on the company's plan as per Art. 18 Sec 27. Please be safe out there!

As reported previously, the company continues to push the limits of our 9.5 language and is often in violation

BY ROBERT FERNANDEZ

Hello, fellow Teamsters! My name is Robert Hernandez and I'm a new business agent for Local 492 in Albuquerque. I will be taking over for B.A. Ernie Ortega, who is retiring now in May. I would like to thank Brother Ernie for all his hard work and the knowledge he has given me in this important

As for Creamland Daries, we negotiated your contract and it was approved. We will return to the table next year to address the pension and the health and welfare concerns discussed at the ratification meeting. Thank you to everyone who came out and took the time to vote. If there are any issues during the transition, please reach out.

All agents and staff at the local work hard to ensure issues and concerns are addressed promptly and efficiently. We try our best to visit all locations but, unfortunately, are not always available to meet with all members while on-site. Should any members wish to speak or discuss any questions with business agents or office staff, you are encouraged to attend our monthly membership meetings.

with our members on this issue. Get on the 9.5 list and enforce that language!

Eight-hour requests are now paid at a two-hour penalty at your double time rate for a violation. You can also retain the request for later use. Communicating the status of your day with management no later than 1 p.m. is your responsibility for the company to adjust your day and get you help if you won't make it in time. Read Article 37 for complete details.

I will visit all centers in my jurisdiction within the coming weeks to hand out contracts and speak with each of you. I haven't met or spoken with several of you in person, so please introduce yourself if I haven't made my way to you to say hello. Call, text, or stop by the union hall if you need anything. Be safe and enjoy your families and friends this summer.

role. As a 19-year Teamster working out of Las Vegas, Nevada, Local 14 and Albuquerque Local 492, I was also a steward for several years. I'm also a class 8 medium/heavy-duty truck mechanic by trade with 30 years of experience. It is an honor to be your business agent, and I will do my best to represent my fellow Teamsters to the best of my ability!



BY DON RAMSEY
Airline RLA contracts

Frontier Airlines

Material Specialists—The union met with Frontier for contract negotiations on April 17.

Discussions of language for articles 2, 7, and 13 and proposals and counter-proposals were exchanged for articles 7, 11, 13, 14, 15, 18, 19, 20, 25 and 27.

Additionally, we discussed the loading and unloading of MEL boxes and our opposition to this new pending responsibility at negotiations.

We moved our management doing our work grievance to arbitration level and debriefed the case to our attorney. Picking an arbitrator and scheduling for the hearing are in the works currently.

Maintenance Controllers—Multiple investigations were conducted this month. Please stay calm and follow company policy and contract.

A substantial majority turned

down the shift bid LOA on May 6. The company is no longer willing to discuss a hybrid schedule outside of negotiations.

Steward elections were conducted on May 3, and Ricardo Perez is MCC's newest steward. Please welcome Ricardo!

Aircraft Technicians—The local had steward training on Saturday, April 14 and our newest steward Anthony Kinsey attended. Please welcome Anthony!

Just a reminder: Frontier is a no-tolerance for DOT testing company. There are no second chances, if you fail an alcohol or drug test there is no recourse.

MX grievances for field service and OT are in abeyance while Frontier continues to review them. If the desired result isn't achieved, we plan to move forward.

Southwest Airlines

System boards were on April 10-24.

George "Fritz" was elected as the newest steward on May 8. Please welcome Fritz to his new responsibility!

This election was held soon after his return to SWA.

American Airlines

Our second step hearing for a camera in the breakroom was moved from 4-26 to 5-21.

On April 26, we had a termination meeting, and one of our agents was bitten by a passenger's service dog. Additionally, an ER nurse came to aid and was also bitten. The agent was taken by ambulance to the hospital.

United Airlines

The tentative agreement vote results are in. The system as a whole voted 1,665 yes and 5,667 no, for a 77.29 NO vote. Denver had 99 yes votes and 560 no votes, for an 84.98 percent NO vote.

Great job making your voices heard! We had six craft informational meetings and discussed that, as a station, we are not willing to support any concessions, extensions with long duration, 8-year progression, or a contract that leaves no room for negotiating the sunset of Bridge Medical.

The last week of May will be a business agent meeting in Houston.

Colorado Teamsters Retiree Association

DENVER—

We had a good turnout at the May meeting. Coffee, doughnuts, and cash drawings were part of the membership meeting.



We will not have meetings for the summer months of June, July, and August. We will reconvene in-person meetings on Friday, September 20, at the UFCW Hall at 7760 W. 38th Ave., Wheatridge, Colorado. Coffee and doughnuts at the meeting at 1:30. Please invite fellow Teamster Retirees to join.

We eagerly look forward to the fall Retiree Luncheon, a highlight of our association's calendar. The time and location of this special event will be announced at the September membership meeting. In the meantime, we wish you a safe and wonderful summer, and we can't wait to see you in September.



YOUR TEAMSTERS UNION

The International Brotherhood of Teamsters, with 1.4 million members, is one of the largest labor unions in the world. It is also the most diverse union in the United States.

Today, it would be hard to identify a Teamster on the streets because we are everywhere. The union represents everyone from A to Z — from airline pilots to zookeepers. One out of every ten union members is a Teamster.

BY JESUS VIDACA
Organizer

Congratulations to the newest Teamsters at Southern Glazer's Wine & Spirits. The drivers and warehouse workers have shown great effort by unifying and standing strong to improve their work environment, becoming a part of the Brotherhood of Teamsters Local 492 after card check recognition.

Our negotiating team and some new rank-and-file members have sat at the bargaining table, negotiating their first contract. We hope this is only the beginning of a new initiative for Local 492 in organizing. Having the opportunity to help New Mexico workers who

need improvement in their working conditions, wages, treatment, and, of course, the protection for their future is our mission.

If you know anyone who works in a non-union shop and needs a change for a better future, please contact the Local. Ask for the Organizer Jesus Vidaca, and I will gladly discuss any concerns. In addition, you can also refer to our website, www.teamsters492.org, and look for our organizing section to fill out a digital form. To help spread the word verbally, we have new palm cards for organizing. You scan the QR code to shorten the process. You are welcome to stop by the union hall to pick up some of our cards to pass to future Teamsters.

BY JOE RUSSOM
White Paper

Contract openers have been sent out to ATF (Albuquerque Teachers Federation) and Jacobs/Rio Rancho.

Local 492 received a few more applications for membership from NCRTD (Taos), increasing membership in that Public Sector Unit. Congratulations to our new night warehouse steward, Christopher Herrera with Sysco!

ARIZONA

LOCAL UNION REPORTS

Local 104

Karla Schumann
Secretary-Treasurer



High temps and campaign signs mark the season

BY DAWN SCHUMANN
Political Director

PHOENIX—Greetings from Arizona, where temperatures and campaign signs are rising!

We are again at that time of year when the corners are covered with campaign signs, and we are to pick one from the rest. Signs are great, however, watch the ones that want to be elected and those that are.

Welcome to campaign season 2024. We have interviewed people from all over the state who have asked for a Teamsters Local 104 endorsement with thoughtful questions and an intense interview.

This year, we have had candidates on both sides of the aisle wanting our endorsement. When the interviews happen, it is about labor issues and nothing more.

We have a long-standing reputation for being neutral in all matters except labor. Watching the past two years of incumbents has been interesting. Some leaders sprouted up and became fierce champions of labor in the House and Senate.

I appreciate those members and will thank them when I see them fight for the working class. The candidates running for the first time who give their all through the process show who has the grit to make it through the trying times.

No matter who wins, we are there

to hold them accountable and see if they will truly champion unions and fight for us.

Endorsed candidates are proven labor supporters and made commitments to be and will stay the course for all Arizona workers. You can learn more about these candidates during the election cycle.

Please remember to vote on July 31, 2024. For some, the primary election is the only election they will have. Get to know these candidates and ensure you vote on the side of Labor. If you need to register to vote, please go to www.servicearizona.com to register to vote online. Our voice is only as loud as our vote.

We are so excited our Statewide Teamsters Appreciation Day is coming up. Please save the date, November 2, 2024.

We know that all who have attended never go away hungry or thirsty, and this year, as years passed, the tug-of-war has become the picnic event. The picnic will be at Encanto Park in Phoenix, Arizona. Look for the picnic mailer and QR code to purchase tickets online.

As the summer creeps in, please stay hydrated and cool. In Arizona, that almost feels like an oxymoron. However, please do all you can to take care of yourselves. We “only” have a few months of unbearable heat, and then it cools back down...to the 90s. We’ve got this!

Take care, everyone!

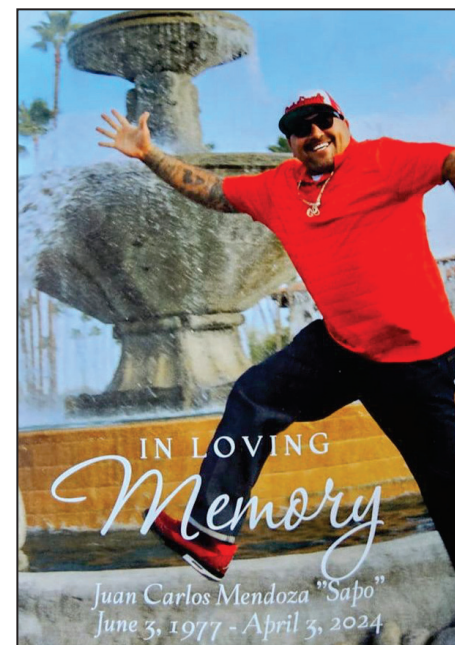
Praise for two great Teamsters

BY JOSH GRAVES
Vice President

PHOENIX—I am sad to report we have lost a true Teamster—Steward Juan “Sapo” Mendoza of the Safeway/Albertsons warehouse. Sapo was a steward for more than 10 years and a member for almost 20 years.

Sapo was always making people laugh and had a bigger-than-life personality. On behalf of the executive board and staff, we offer our deepest condolences and prayers to the Mendoza family.

Sapo was a great father, husband, man, and Teamster. He will be greatly missed.



Juan “Sapo” Mendoza

Congratulations to our retirees this month, especially Jimmy Pope, a driver who retired from Safeway/Albertsons after 53 years as a member of Local 104. Jimmy is one of our longest members, and 53 years is definitely an accomplishment to celebrate.

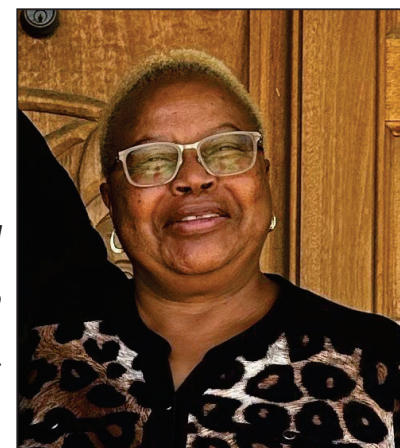


Jimmy Pope 53-year member of Local 104, retires after 35 years.



Business Agent Ryan Proctor congratulated the following Local 104 members on their retirement:

Betty Henry, right, retired from Trandev after 35 years.
Terry Lambert, below left, retired from Sysco after 28 years.
Kelly Hulse, below right, retired from Windigo after 32 years.



MONTANA

LOCAL UNION REPORTS

Local 2

Erin Foley
Secretary-Treasurer



Local 2 update: Driving forward together

As we navigate the ever-changing landscape of labor rights and worker advocacy, I'm pleased to share some important updates with you. Our commitment to your well-being and fair treatment remains unwavering. Here's what's been happening.

Organizing drives—Our organizing drives are in full swing! We're actively working to strengthen our collective voice and ensure that every member's rights are protected. By standing together, we can achieve better working conditions and secure the respect we deserve.

Steward training by IBT—Recently, we hosted an outstanding steward training program led by the International Brotherhood of Teamsters (IBT). Our stewards are now equipped with essential skills to represent you effectively. They're your advocates, and their dedication is inspiring.

Transportation hearings on autonomous vehicles—Local 2 has been actively participating in transportation hearings related to autonomous vehicles. As technology advances, we're committed to safeguarding your rights and safety in this new era. Your well-being matters whether you're behind the wheel or not.

State pay plan negotiations—In

preparation for the 2025 Legislative session, we've initiated state pay plan negotiations. Our goal is to secure fair wages, benefits, and working conditions for all members employed by the state. Your livelihood matters, and we're fighting for you.

Honoring Aaron Ralph's retirement—Let's take a moment to celebrate Aaron Ralph, who has dedicated over five years to Local 2. Aaron represented workers from the Montana Department of Transportation, Warm Springs State Hospital, state prison, school districts, and lumber stores. His leadership as president on the executive board and chief negotiator has left a lasting impact. Thank you, Aaron!

Welcoming new business agents—We welcome Ray Schonsberg and JD Olsen as our new business agents. Their expertise will strengthen our union and enhance our ability to serve you. Together, we'll continue to drive positive change.

Remember, Local 2 is more than an organization—it's a family. Your commitment to each other fuels our progress. Let's keep moving forward, united and strong.

In solidarity,
Erin Foley,
Principal Officer - Teamsters Local 2



Aaron Ralph receives congratulations from Jim Hoffa, left, and Ken Hall, right.



MONTANA

LOCAL UNION REPORTS

Local 190

Jim Soumas
Secretary-Treasurer



Celebrate with us at the July 4 parade

BILLINGS—Local 190 will celebrate the 4th of July this year by participating in the parade and featuring "Big" Teamsters Joint Council 3's semi.

We ask that all our members join us for the parade and walk with unity and excitement to escort "Big" through the streets of Laurel, Montana. Local 190 has ordered t-shirts for everyone who walks with us in the parade.

We want to let the community know the Teamsters are still here and are proud to be union. Please contact the Local 190 office if you would like to register to participate, and we can make sure you have your t-shirt.

Jim Soumas and Rhonda Johnson are leading efforts in negotiations with the City of Billings. The City of Billings is Local Local 190's largest membership group, and we represent many different classifications within one collective bargaining agreement.

Airport maintenance, police and firefighters, police support specialists, 911 call center, solid waste collections and landfill, facilities maintenance, parking division, Billings Public Library, public utilities, parks, motor pool, cemetery, the list is very long.

At this point in mid-May, we have participated in several sessions of negotiations and have a long way to go. Hopefully, by the time you read this article, the negotiations will be complete, and



the members will have ratified a new agreement.

Yellowstone County Road and Bridge and Yellowstone County Metra Park are also negotiating this spring. So far, the process has been very smooth, and we hope to have negotiated agreements for our members' consideration before June 30, 2024.

Local 190 continues to pursue grievances regarding the onboard cameras that utilize infrared lighting. We have grievances with UPS and Meadow Gold. The union has filed these grievances out of concern for the members' health.

As written in the previous article, the evidence suggests that infrared lighting can damage drivers' eyes over time. Local 190 is seeking a resolution to prevent future health issues for our members.

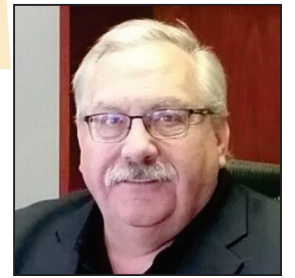
A couple of months ago, the Local 190 membership passed a motion to suspend the general membership meetings for June, July, and August. We will resume the monthly general membership meetings on September 3, 2024, at 7 p.m.



Notice of Nomination & Election of Officers of Teamsters Local Union No. 17

COLORADO LOCAL UNION REPORTS *Local 17*

Duane Grove
Secretary-Treasurer



Notice is hereby given of the nomination and election of the following Officers of Teamsters Local Union 17: Secretary-Treasurer (Principal Officer), President, Vice-President, Recording Secretary, and three (3) Trustees. The terms of office for each Local Union position will commence January 1, 2025, and conclude on December 31, 2027.

Nominations

Nominations will be accepted at a Special Membership Meeting of Local Union 17 to be held on **Sunday, September 1, 2024, at 10:00 a.m. (MT)** at the Teamsters Local Union 17 Hall, 7010 Broadway, Suite 200, Denver, CO 80221.

Nominations must be made and seconded orally from the floor by members in good standing with dues paid through August, 2024. Written nominations and seconds also will be accepted by the Local Union, if received at the Teamsters Local Union 17 Hall, 7010 Broadway, Suite 200, Denver, CO 80221, **by 10:00 a.m. (MT) Sunday, September 1, 2024**. Any back dues or fees may be paid at the Local Union office through 4:30 p.m. on **Friday, August 30, 2024**. Article XXII, Section 4(a) of the International Constitution requires that the nominations be made at the nominations meeting by a member in good standing other than the nominee. Nominees must accept the nomination either in person or, if absent, in writing and accept nomination for only one (1) office. Written acceptances must be submitted to the Local Union Secretary-Treasurer.

Eligibility to Run for Office

To be eligible to be nominated for Local Union office, a member must satisfy the requirements of Article II, Section 4 of the amended and restated Constitution of the International Brotherhood of Teamsters and this Local Union's Bylaws. An eligible

candidate must be a member in continuous good standing of Local Union 17 and be actively employed at the craft within the jurisdiction of this Local Union for a period of twenty-four (24) consecutive months prior to the month of nomination for said office, and be eligible to hold the office if elected. "Continuous good standing" is defined as compliance with the requirements regarding the timely payment of dues, together with no interruptions in active membership in this Local Union because of suspension, expulsion, withdrawals, transfer, or any failure to pay fines or assessments. A member on dues check-off will not lose good standing as a result of a delay or default in an employer's transmittal of dues to the Local or because of an employer's failure to make the proper deductions in any month in which the member has earnings from which deductions could have been made. Members in a reserve component of the military or National Guard who are called to active service lasting more than thirty (30) days, but not more than twenty-four (24) consecutive months, shall be considered to be on Union approved leave of absence without any further action by the Local Union Executive Board. During such leave, the member shall not be obligated to pay dues beginning with the month in which the member commences his active duty and the Secretary-Treasurer shall mark the member as exempt, notwithstanding the requirements of Section 20 of the Local's Bylaws. The member shall notify the Local Union that he has been released from active service within thirty (30) days and will be responsible for paying his dues beginning with the month following the month of release. In the event the member remains in active service after twenty-four (24) months, the member must pay dues for the month following the expiration of the twenty-four (24) month period in order to remain in good standing. During

the period of approved leave or for a maximum of twenty-four (24) months of active service, the Local Union may not issue a withdrawal card without the member's request, notwithstanding any provision of Bylaws Section 20, B and C.

Potential candidates are encouraged to check their eligibility, and the eligibility of their nominators and seconders, prior to the nominations meeting by submitting a written request to the Local Union Secretary Treasurer.

Election

The election will be conducted by mail ballot. Ballots to be mailed to all active members and new applicants eligible for membership in Local Union 17 on or about **Monday, September 16, 2024**. All ballots must be received at the designated Post Office Box by **10:30 a.m. (MT) on Thursday, October 10, 2024**, to be counted. Members who have not received a ballot by **Friday, September 27, 2024**, should contact The Merriman River Group at (877) 324-7655, and request a duplicate ballot. Duplicate ballots also may be requested on-line at mrgballot.com. Duplicate ballots may be requested through the close of business (5:00 p.m. MT) on **Friday, October 4, 2024**. The postmark or mailing date of the ballot will not be considered in determining the timely casting of the ballot.

Instructions for the completion of the ballot will be enclosed in the ballot package. This is a secret ballot vote. You should mark your ballot in private and mail your ballot, sealed in the secret ballot envelope, to the designated post office box in the postage paid Business Reply Envelope provided. Do not give your ballot to anyone. The Local Union has engaged an independent ballot agency, The Merriman River Group, to mail and retrieve the ballots, register and tabulate them, and certify the results of the election.

Eligibility to Vote

To be eligible to vote in this election, a member of Local Union 17 must be in good standing with initiation fees and dues paid through **September 2024**. Members have until the close of business (4:30 p.m.) on **Wednesday, October 9, 2024**, to pay their initiation fees or dues at the Local Union office in order to have their votes counted. Under the International Constitution, any member on dues check-off shall not lose good standing as a result of a failure by an employer to send deducted dues to the Local or to make a proper deduction from the member's pay in any month in which a member has any earnings from which dues could have been deducted. The ballots will be counted on **Thursday, October 10, 2024, commencing at 11:00 a.m. (MT)**, at

The Local Union 17 Hall, 7010 Broadway, Suite 200, Denver, CO 80221.

Elected officers of the Local Union shall, by virtue of such election, be delegates to any Joint Council with which the Local is affiliated, as well as to any convention of any subordinate body which may take place during their term of office. Elected Local Union Officers shall be delegates to such bodies in the priority set forth in the Local Union Bylaws. Copies of the Articles of the International Constitution, the Local Union 17 Bylaws and the Rules governing the conduct of this election are available, upon request, from the Local Union.

Fraternally yours,



**EXECUTIVE BOARD,
TEAMSTERS LOCAL
UNION NO. 17**

Looking for a better paying job?

BY HEIDI SHIERHOLZ

Changing jobs can be the best way to get a raise. But employers often force workers to sign “noncompete clauses,” making it harder for them to move to better jobs—artificially depressing wages.

That will change later this year.

The Federal Trade Commission recently issued a new rule declaring that most noncompete clauses in employment contracts are unfair. The new rule bans employers from requiring workers to sign these agreements and prohibits the enforcement of existing “noncompetes” for workers other than senior executives.

This is an important step toward fostering fair competition and empowering workers.

Noncompete agreements are employment provisions that ban workers at one company from working for, or starting, a competing business within a certain period of time after leaving a job.

Biden administration cracking down on “non-compete clauses” employers use to bar workers from finding better opportunities.

They’re ubiquitous. The Economic Policy Institute finds that more than one out of every four private-sector workers must sign one as a condition of employment.

These agreements aren’t limited to high-wage workers in knowledge-sensitive occupations and industries. According to one survey, more than a quarter (29.0 percent) of private workplaces with an average wage of less than \$13 per hour used noncompete agreements for all their workers.

The only leverage non-union workers have with their employers is their ability to quit and take a job somewhere else. However, employers have been using noncompete agreements to cut that source of worker power off at the knees.

The research on the economic impact of noncompetes is clear: By keep-

ing workers from finding better opportunities, they reduce wages and reduce the formation of new firms. In other words, by restricting employees from joining competitors or starting their own ventures, noncompetes impede not only individual career and wage growth but also the dynamism of the broader economy.

Employers don’t need noncompetes to protect their trade secrets, as they sometimes claim. Intellectual property law already provides significant legal protections for trade secrets. Noncompetes have been unenforceable in California for decades without keeping that state from becoming a leader in tech innovation.

Further, noncompetes are often bundled with other anti-competitive employer practices that

harm workers. For instance, over half of firms surveyed that required noncompetes for at least some of their employees also required workers to agree to mandatory arbitration, rather than the court system, to resolve disputes with their employers.

This underscores that the purpose of noncompete agreements is to restrict employees’ options, not to protect trade secrets.

Noncompetes are about reducing competition, full stop. *It’s in their name.* Noncompetes are bad for workers, bad for consumers, and bad for the broader economy. By banning them, the FTC’s rule will help raise wages for workers and take an important step toward creating an economy that is not only strong but also works for working people.

Bosses taking home bundles more bucks than workers

“Exorbitant CEO pay is not just a symbolic issue—it has contributed to rising inequality.”

WASHINGTON—CEO compensation at the top 350 U.S. firms dipped in 2022 but remains enormous compared with the pay of other workers, according to a new Economic Policy Institute report.

Average CEO compensation—including stock awards and options—was \$25.2 million in 2022, a 14.8 percent decrease from 2021. This decline was overwhelmingly due to broad-based stock market declines in 2022.

However, the stark reality is that

CEO compensation has surged by a staggering 1,209.2 percent since 1978, a stark contrast to the meager 15.3

percent increase in a typical worker’s compensation. In 2022, CEOs were paid a staggering 344 times as much as a typical worker, a far cry from 1965 when they were paid 21 times as much as a typical worker.

As the United Auto Workers (UAW) strike draws attention to soaring CEO pay, the report shows that high CEO pay has driven economic inequality, and it could be restrained without damaging the wider economy.

“Exorbitant CEO pay is not just a

symbolic issue—it has contributed to rising inequality. Escalating CEO pay in recent decades has spilled over to fuel wage growth at the top of the wage scale more generally, which has left fewer gains for ordinary workers,” said Josh Bivens, EPI chief economist and co-author of the report.

CEO compensation has even been breaking away from that of other very highly paid workers. In 2021, CEO compensation was nearly eight times as much as the top 0.1% of wage earners. The large discrepancy between the pay of CEOs and other very high-wage earners casts doubt on the claim that CEOs are being paid these extraordinary amounts because of their special skills and the market for those skills.

The authors outline several policy

solutions that could limit CEOs’ ability to attain increasingly higher pay. These policies include reinstating higher income tax rates at the very top, using tax policy to incentivize lower CEO pay, allowing shareholders to vote on CEO compensation, and using antitrust enforcement and regulation to rein in the market power of the largest firms.

“Rising CEO pay does not reflect greater skills or contributions to firms’ productivity. What has changed over the years is CEOs’ use of their power to set their own pay. The overall economy would suffer no harm if CEOs were paid less or taxed more, and most workers would see gains,” said Jori Kandra, research assistant at the Economic Policy Institute and co-author of the report.



Build Back Stronger

unions

Strong unions are key to a better America. Now more than ever, America needs strong unions to demand better wages and benefits and safer working conditions. Strong unions hold employers and governments accountable to the workers who keep America strong.

The Teamsters Union agenda is to Build Back Stronger Unions. By rolling back the numerous attempts by anti-worker forces to weaken unions, we can rebuild an economy where workers win. First, dangerous policies that put workers' rights and their unions at risk should be rolled back. Then we can establish policies that not only protect unions but promote workers' ability to organize and collectively bargain for better wages and benefits, and a safer working environment.

PROTECT AND PROMOTE UNION ORGANIZING AND REPRESENTATION

Workers should have an unfettered right to organize to form their union and those unions should be empowered to represent their members. Any regulations that hinder those opportunities should be removed and replaced with pro-worker and pro-union policies.

Public sector workers are facing increasing challenges. Their rights to organize and have representation should be protected as we also fight to maintain necessary funding for their work.

WORKER MISCLASSIFICATION

Intentional misclassification of employees as independent contractors is a growing problem. Employers should be held accountable for their responsibilities to their workers. With the growth of the gig economy, it is more important than ever that employers are not allowed to shift costs and responsibility to their employees by wrongly classifying them as contractors.

JOINT EMPLOYER STATUS

Similarly, employers should not be able to avoid accountability when the right to control work is shared jointly. Workers need accurate definitions and enforceable standards on joint employer status to hold employers accountable.

For more information on these issues, or to see other key elements of the Teamsters Unions Build Back Stronger Agenda, go to <http://ibt.io/BBS>.